

12224	- Nursing Assistant IV	12.40
12235	- Optical Dispenser	15.26
12236	- Optical Technician	13.90
12250	- Pharmacy Technician	17.44
12280	- Phlebotomist	13.30
12305	- Radiologic Technologist	24.27
12311	- Registered Nurse I	28.55
12312	- Registered Nurse II	33.22
12313	- Registered Nurse II, Specialist	35.29
12314	- Registered Nurse III	42.25
12315	- Registered Nurse III, Anesthetist	42.25
12316	- Registered Nurse IV	50.64
12317	- Scheduler (Drug and Alcohol Testing)	19.86
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.30
13012	- Exhibits Specialist II	24.74
13013	- Exhibits Specialist III	28.94
13041	- Illustrator I	18.07
13042	- Illustrator II	22.56
13043	- Illustrator III	27.38
13047	- Librarian	26.69
13050	- Library Aide/Clerk	10.00
13054	- Library Information Technology Systems Administrator	24.09
13058	- Library Technician	14.58
13061	- Media Specialist I	17.39
13062	- Media Specialist II	19.46
13063	- Media Specialist III	21.68
13071	- Photographer I	13.93
13072	- Photographer II	17.60
13073	- Photographer III	22.56
13074	- Photographer IV	26.40
13075	- Photographer V	30.06
13110	- Video Teleconference Technician	15.21
14000	- Information Technology Occupations	
14041	- Computer Operator I	16.26
14042	- Computer Operator II	18.19
14043	- Computer Operator III	20.28
14044	- Computer Operator IV	22.60
14045	- Computer Operator V	24.95
14071	- Computer Programmer I (1)	23.23
14072	- Computer Programmer II (1)	
14073	- Computer Programmer III (1)	
14074	- Computer Programmer IV (1)	
14101	- Computer Systems Analyst I (1)	
14102	- Computer Systems Analyst II (1)	
14103	- Computer Systems Analyst III (1)	
14150	- Peripheral Equipment Operator	16.26
14160	- Personal Computer Support Technician	22.60
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.06
15020	- Aircrew Training Devices Instructor (Rated)	36.39
15030	- Air Crew Training Devices Instructor (Pilot)	43.20
15050	- Computer Based Training Specialist / Instructor	28.27
15060	- Educational Technologist	29.02
15070	- Flight Instructor (Pilot)	43.20
15080	- Graphic Artist	23.11
15090	- Technical Instructor	20.99
15095	- Technical Instructor/Course Developer	25.68
15110	- Test Proctor	18.43
15120	- Tutor	18.43
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010	- Assembler	9.03
16030	- Counter Attendant	9.03

16040 - Dry Cleaner	10.89
16070 - Finisher, Flatwork, Machine	9.03
16090 - Presser, Hand	9.03
16110 - Presser, Machine, Drycleaning	9.03
16130 - Presser, Machine, Shirts	9.03
16160 - Presser, Machine, Wearing Apparel, Laundry	9.03
16190 - Sewing Machine Operator	12.26
16220 - Tailor	13.20
16250 - Washer, Machine	9.91
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	18.32
19040 - Tool And Die Maker	21.12
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	12.84
21030 - Material Coordinator	18.58
21040 - Material Expediter	18.58
21050 - Material Handling Laborer	12.26
21071 - Order Filler	11.46
21080 - Production Line Worker (Food Processing)	12.84
21110 - Shipping Packer	13.82
21130 - Shipping/Receiving Clerk	13.82
21140 - Store Worker I	10.53
21150 - Stock Clerk	14.93
21210 - Tools And Parts Attendant	13.58
21410 - Warehouse Specialist	12.84
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.07
23021 - Aircraft Mechanic I	26.73
23022 - Aircraft Mechanic II	28.07
23023 - Aircraft Mechanic III	29.47
23040 - Aircraft Mechanic Helper	20.93
23050 - Aircraft, Painter	24.39
23060 - Aircraft Servicer	23.28
23080 - Aircraft Worker	24.53
23110 - Appliance Mechanic	17.26
23120 - Bicycle Repairer	13.91
23125 - Cable Splicer	24.90
23130 - Carpenter, Maintenance	18.58
23140 - Carpet Layer	16.21
23160 - Electrician, Maintenance	26.51
23181 - Electronics Technician Maintenance I	19.33
23182 - Electronics Technician Maintenance II	23.28
23183 - Electronics Technician Maintenance III	24.48
23260 - Fabric Worker	15.97
23290 - Fire Alarm System Mechanic	18.14
23310 - Fire Extinguisher Repairer	14.78
23311 - Fuel Distribution System Mechanic	19.17
23312 - Fuel Distribution System Operator	16.33
23370 - General Maintenance Worker	17.01
23380 - Ground Support Equipment Mechanic	26.73
23381 - Ground Support Equipment Servicer	23.28
23382 - Ground Support Equipment Worker	24.53
23391 - Gunsmith I	14.78
23392 - Gunsmith II	17.07
23393 - Gunsmith III	19.16
23410 - Heating, Ventilation & Air-Conditioning Mechanic	20.06
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	20.93
23430 - Heavy Equipment Mechanic	17.68
23440 - Heavy Equipment Operator	18.14
23460 - Instrument Mechanic	21.38
23465 - Laboratory/Shelter Mechanic	18.23
23470 - Laborer	10.97
23510 - Locksmith	17.26

23530 - Machinery Maintenance Mechanic	20.81
23550 - Machinist, Maintenance	20.16
23580 - Maintenance Trades Helper	13.58
23591 - Metrology Technician I	21.38
23592 - Metrology Technician II	22.31
23593 - Metrology Technician III	23.25
23640 - Millwright	20.48
23710 - Office Appliance Repairer	17.26
23760 - Painter, Maintenance	17.26
23790 - Pipefitter, Maintenance	19.44
23810 - Plumber, Maintenance	18.98
23820 - Pneudraulic Systems Mechanic	19.16
23850 - Rigger	19.47
23870 - Scale Mechanic	17.07
23890 - Sheet-Metal Worker, Maintenance	18.14
23910 - Small Engine Mechanic	17.07
23931 - Telecommunications Mechanic I	23.20
23932 - Telecommunications Mechanic II	24.23
23950 - Telephone Lineman	23.20
23960 - Welder, Combination, Maintenance	19.16
23965 - Well Driller	19.16
23970 - Woodcraft Worker	19.16
23980 - Woodworker	13.67
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	9.68
24580 - Child Care Center Clerk	12.06
24610 - Chore Aide	6.55
24620 - Family Readiness And Support Services Coordinator	11.43
24630 - Homemaker	15.41
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	21.14
25040 - Sewage Plant Operator	17.00
25070 - Stationary Engineer	21.14
25190 - Ventilation Equipment Tender	14.33
25210 - Water Treatment Plant Operator	16.65
27000 - Protective Service Occupations	
27004 - Alarm Monitor	14.82
27007 - Baggage Inspector	10.14
27008 - Corrections Officer	18.04
27010 - Court Security Officer	18.04
27030 - Detection Dog Handler	17.90
27040 - Detention Officer	18.04
27070 - Firefighter	17.90
27101 - Guard I	10.14
27102 - Guard II	17.90
27131 - Police Officer I	23.33
27132 - Police Officer II	25.99
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.69
28042 - Carnival Equipment Repairer	11.24
28043 - Carnival Equipment Worker	8.25
28210 - Gate Attendant/Gate Tender	13.90
28310 - Lifeguard	12.38
28350 - Park Attendant (Aide)	15.55
28510 - Recreation Aide/Health Facility Attendant	11.35
28515 - Recreation Specialist	17.83
28630 - Sports Official	12.38
28690 - Swimming Pool Operator	15.85
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	17.78
29020 - Hatch Tender	17.78
29030 - Line Handler	17.78
29041 - Stevedore I	16.63

29042 - Stevedore II	18.93
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	38.22
30011 - Air Traffic Control Specialist, Station (HFO) (2)	26.36
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	29.02
30021 - Archeological Technician I	19.34
30022 - Archeological Technician II	23.15
30023 - Archeological Technician III	28.91
30030 - Cartographic Technician	28.67
30040 - Civil Engineering Technician	27.30
30061 - Drafter/CAD Operator I	19.18
30062 - Drafter/CAD Operator II	23.15
30063 - Drafter/CAD Operator III	25.80
30064 - Drafter/CAD Operator IV	29.47
30081 - Engineering Technician I	16.59
30082 - Engineering Technician II	20.41
30083 - Engineering Technician III	22.83
30084 - Engineering Technician IV	28.28
30085 - Engineering Technician V	36.15
30086 - Engineering Technician VI	41.85
30090 - Environmental Technician	27.24
30210 - Laboratory Technician	23.55
30240 - Mathematical Technician	28.67
30361 - Paralegal/Legal Assistant I	19.94
30362 - Paralegal/Legal Assistant II	24.71
30363 - Paralegal/Legal Assistant III	30.22
30364 - Paralegal/Legal Assistant IV	35.81
30390 - Photo-Optics Technician	28.67
30461 - Technical Writer I	20.79
30462 - Technical Writer II	25.43
30463 - Technical Writer III	29.06
30491 - Unexploded Ordnance (UXO) Technician I	24.29
30492 - Unexploded Ordnance (UXO) Technician II	29.39
30493 - Unexploded Ordnance (UXO) Technician III	35.23
30494 - Unexploded (UXO) Safety Escort	24.29
30495 - Unexploded (UXO) Sweep Personnel	24.29
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	23.95
30621 - Weather Observer, Senior (2)	27.71
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	10.55
31030 - Bus Driver	15.48
31043 - Driver Courier	12.73
31260 - Parking and Lot Attendant	8.34
31290 - Shuttle Bus Driver	13.87
31310 - Taxi Driver	10.49
31361 - Truckdriver, Light	13.87
31362 - Truckdriver, Medium	17.23
31363 - Truckdriver, Heavy	18.99
31364 - Truckdriver, Tractor-Trailer	18.99
99000 - Miscellaneous Occupations	
99030 - Cashier	9.10
99050 - Desk Clerk	10.65
99095 - Embalmer	21.55
99251 - Laboratory Animal Caretaker I	9.49
99252 - Laboratory Animal Caretaker II	10.62
99310 - Mortician	24.04
99410 - Pest Controller	14.21
99510 - Photofinishing Worker	10.43
99710 - Recycling Laborer	13.60
99711 - Recycling Specialist	16.58
99730 - Refuse Collector	12.13
99810 - Sales Clerk	11.41
99820 - School Crossing Guard	9.05

99830 - Survey Party Chief	20.96
99831 - Surveying Aide	14.35
99832 - Surveying Technician	18.13
99840 - Vending Machine Attendant	12.00
99841 - Vending Machine Repairer	14.41
99842 - Vending Machine Repairer Helper	12.31

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.24 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer

programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A

links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WD 05-2544 (Rev.-8) was first posted on www.wdol.gov on 06/03/2008

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-2544
Revision No.: 8
Date Of Revision: 05/29/2008

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank,
Perquimans
Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City,
Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry,
Virginia Beach, Williamsburg, York

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.14
01012 - Accounting Clerk II	14.55
01013 - Accounting Clerk III	16.28
01020 - Administrative Assistant	22.28
01040 - Court Reporter	16.65
01051 - Data Entry Operator I	11.04
01052 - Data Entry Operator II	13.90
01060 - Dispatcher, Motor Vehicle	14.55
01070 - Document Preparation Clerk	12.01
01090 - Duplicating Machine Operator	12.01
01111 - General Clerk I	10.98
01112 - General Clerk II	13.37
01113 - General Clerk III	14.95
01120 - Housing Referral Assistant	19.00
01141 - Messenger Courier	10.41
01191 - Order Clerk I	13.46
01192 - Order Clerk II	17.61
01261 - Personnel Assistant (Employment) I	15.12
01262 - Personnel Assistant (Employment) II	16.92
01263 - Personnel Assistant (Employment) III	18.86
01270 - Production Control Clerk	20.57
01280 - Receptionist	11.47
01290 - Rental Clerk	12.86
01300 - Scheduler, Maintenance	14.59
01311 - Secretary I	14.59
01312 - Secretary II	16.65
01313 - Secretary III	19.00
01320 - Service Order Dispatcher	13.97
01410 - Supply Technician	22.28
01420 - Survey Worker	13.82
01531 - Travel Clerk I	10.83
01532 - Travel Clerk II	11.57
01533 - Travel Clerk III	12.26
01611 - Word Processor I	13.03
01612 - Word Processor II	14.63
01613 - Word Processor III	16.36

05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer, Fiberglass	21.34
05010 - Automotive Electrician	19.12
05040 - Automotive Glass Installer	18.26
05070 - Automotive Worker	18.26
05110 - Mobile Equipment Servicer	16.50
05130 - Motor Equipment Metal Mechanic	20.02
05160 - Motor Equipment Metal Worker	18.26
05190 - Motor Vehicle Mechanic	20.02
05220 - Motor Vehicle Mechanic Helper	15.57
05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.26
05310 - Painter, Automotive	19.12
05340 - Radiator Repair Specialist	17.36
05370 - Tire Repairer	13.37
05400 - Transmission Repair Specialist	20.02
07000 - Food Preparation And Service Occupations	
07010 - Baker	10.91
07041 - Cook I	8.79
07042 - Cook II	9.71
07070 - Dishwasher	7.85
07130 - Food Service Worker	8.45
07210 - Meat Cutter	13.94
07260 - Waiter/Waitress	7.80
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	21.23
09040 - Furniture Handler	13.34
09080 - Furniture Refinisher	16.03
09090 - Furniture Refinisher Helper	13.05
09110 - Furniture Repairer, Minor	14.56
09130 - Upholsterer	16.67
11000 - General Services And Support Occupations	
11030 - Cleaner, Vehicles	10.37
11060 - Elevator Operator	10.37
11090 - Gardener	12.34
11122 - Housekeeping Aide	11.40
11150 - Janitor	11.92
11210 - Laborer, Grounds Maintenance	10.65
11240 - Maid or Houseman	7.90
11260 - Pruner	11.63
11270 - Tractor Operator	12.45
11330 - Trail Maintenance Worker	10.65
11360 - Window Cleaner	12.64
12000 - Health Occupations	
12010 - Ambulance Driver	15.31
12011 - Breath Alcohol Technician	15.31
12012 - Certified Occupational Therapist Assistant	20.56
12015 - Certified Physical Therapist Assistant	20.57
12020 - Dental Assistant	12.88
12025 - Dental Hygienist	29.49
12030 - EKG Technician	21.24
12035 - Electroneurodiagnostic Technologist	21.24
12040 - Emergency Medical Technician	15.31
12071 - Licensed Practical Nurse I	13.14
12072 - Licensed Practical Nurse II	14.70
12073 - Licensed Practical Nurse III	16.39
12100 - Medical Assistant	11.14
12130 - Medical Laboratory Technician	15.35
12160 - Medical Record Clerk	12.21
12190 - Medical Record Technician	13.66
12195 - Medical Transcriptionist	13.28
12210 - Nuclear Medicine Technologist	27.05
12221 - Nursing Assistant I	8.86

12222	- Nursing Assistant II	9.95
12223	- Nursing Assistant III	10.86
12224	- Nursing Assistant IV	11.17
12235	- Optical Dispenser	15.88
12236	- Optical Technician	15.08
12250	- Pharmacy Technician	14.32
12280	- Phlebotomist	12.32
12305	- Radiologic Technologist	22.61
12311	- Registered Nurse I	21.69
12312	- Registered Nurse II	26.21
12313	- Registered Nurse II, Specialist	26.21
12314	- Registered Nurse III	31.71
12315	- Registered Nurse III, Anesthetist	31.71
12316	- Registered Nurse IV	38.05
12317	- Scheduler (Drug and Alcohol Testing)	17.64
13000	- Information And Arts Occupations	
13011	- Exhibits Specialist I	19.40
13012	- Exhibits Specialist II	23.89
13013	- Exhibits Specialist III	26.54
13041	- Illustrator I	20.00
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13047	- Librarian	32.67
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13054	- Library Information Technology Systems Administrator	20.83
13058	- Library Technician	14.81
13061	- Media Specialist I	15.16
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13071	- Photographer I	12.66
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13075	- Photographer V	27.40
13110	- Video Teleconference Technician	15.57
14000	- Information Technology Occupations	
14041	- Computer Operator I	15.19
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14101	- Computer Systems Analyst I (1)	
14102	- Computer Systems Analyst II (1)	
14103	- Computer Systems Analyst III (1)	
14150	- Peripheral Equipment Operator	15.19
14160	- Personal Computer Support Technician	21.05
15000	- Instructional Occupations	
15010	- Aircrew Training Devices Instructor (Non-Rated)	30.14
15020	- Aircrew Training Devices Instructor (Rated)	36.47
15030	- Air Crew Training Devices Instructor (Pilot)	39.70
15050	- Computer Based Training Specialist / Instructor	29.49
15060	- Educational Technologist	27.30
15070	- Flight Instructor (Pilot)	39.70
15080	- Graphic Artist	22.07
15090	- Technical Instructor	20.43
15095	- Technical Instructor/Course Developer	24.99
15110	- Test Proctor	17.61
15120	- Tutor	17.61
16000	- Laundry, Dry-Cleaning, Pressing And Related Occupations	

16010	- Assembler	8.00
16030	- Counter Attendant	8.00
16040	- Dry Cleaner	9.98
16070	- Finisher, Flatwork, Machine	8.00
16090	- Presser, Hand	8.00
16110	- Presser, Machine, Drycleaning	8.00
16130	- Presser, Machine, Shirts	8.00
16160	- Presser, Machine, Wearing Apparel, Laundry	8.00
16190	- Sewing Machine Operator	10.71
16220	- Tailor	11.46
16250	- Washer, Machine	8.66
19000	- Machine Tool Operation And Repair Occupations	
19010	- Machine-Tool Operator (Tool Room)	21.06
19040	- Tool And Die Maker	23.33
21000	- Materials Handling And Packing Occupations	
21020	- Forklift Operator	14.97
21030	- Material Coordinator	20.57
21040	- Material Expediter	20.57
21050	- Material Handling Laborer	10.63
21071	- Order Filler	10.33
21080	- Production Line Worker (Food Processing)	14.97
21110	- Shipping Packer	12.79
21130	- Shipping/Receiving Clerk	12.79
21140	- Store Worker I	11.63
21150	- Stock Clerk	14.55
21210	- Tools And Parts Attendant	14.97
21410	- Warehouse Specialist	14.97
23000	- Mechanics And Maintenance And Repair Occupations	
23010	- Aerospace Structural Welder	22.99
23021	- Aircraft Mechanic I	22.03
23022	- Aircraft Mechanic II	22.99
23023	- Aircraft Mechanic III	23.93
23040	- Aircraft Mechanic Helper	16.24
23050	- Aircraft, Painter	20.06
23060	- Aircraft Servicer	18.10
23080	- Aircraft Worker	19.04
23110	- Appliance Mechanic	18.33
23120	- Bicycle Repairer	14.43
23125	- Cable Splicer	22.35
23130	- Carpenter, Maintenance	18.33
23140	- Carpet Layer	17.61
23160	- Electrician, Maintenance	20.86
23181	- Electronics Technician Maintenance I	20.64
23182	- Electronics Technician Maintenance II	21.71
23183	- Electronics Technician Maintenance III	22.75
23260	- Fabric Worker	16.32
23290	- Fire Alarm System Mechanic	19.21
23310	- Fire Extinguisher Repairer	15.78
23311	- Fuel Distribution System Mechanic	19.84
23312	- Fuel Distribution System Operator	16.35
23370	- General Maintenance Worker	17.43
23380	- Ground Support Equipment Mechanic	22.03
23381	- Ground Support Equipment Servicer	18.10
23382	- Ground Support Equipment Worker	19.04
23391	- Gunsmith I	15.72
23392	- Gunsmith II	18.33
23393	- Gunsmith III	19.21
23410	- Heating, Ventilation & Air-Conditioning Mechanic	19.21
23411	- Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	20.05
23430	- Heavy Equipment Mechanic	19.39
23440	- Heavy Equipment Operator	19.21
23460	- Instrument Mechanic	19.12
23465	- Laboratory/Shelter Mechanic	18.33

23470 - Laborer	10.30
23510 - Locksmith	18.17
23530 - Machinery Maintenance Mechanic	20.28
23550 - Machinist, Maintenance	19.21
23580 - Maintenance Trades Helper	14.81
23591 - Metrology Technician I	19.12
23592 - Metrology Technician II	20.04
23593 - Metrology Technician III	20.87
23640 - Millwright	25.30
23710 - Office Appliance Repairer	17.36
23760 - Painter, Maintenance	18.33
23790 - Pipefitter, Maintenance	19.54
23810 - Plumber, Maintenance	18.65
23820 - Pneudraulic Systems Mechanic	19.21
23850 - Rigger	18.97
23870 - Scale Mechanic	17.43
23890 - Sheet-Metal Worker, Maintenance	19.21
23910 - Small Engine Mechanic	16.68
23931 - Telecommunications Mechanic I	22.00
23932 - Telecommunications Mechanic II	24.02
23950 - Telephone Lineman	21.20
23960 - Welder, Combination, Maintenance	18.19
23965 - Well Driller	19.22
23970 - Woodcraft Worker	19.21
23980 - Woodworker	15.72
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.16
24580 - Child Care Center Clerk	12.63
24610 - Chore Aide	7.55
24620 - Family Readiness And Support Services Coordinator	12.72
24630 - Homemaker	13.34
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	20.80
25040 - Sewage Plant Operator	19.08
25070 - Stationary Engineer	20.80
25190 - Ventilation Equipment Tender	15.80
25210 - Water Treatment Plant Operator	19.08
27000 - Protective Service Occupations	
27004 - Alarm Monitor	15.48
27007 - Baggage Inspector	10.06
27008 - Corrections Officer	16.30
27010 - Court Security Officer	18.25
27030 - Detection Dog Handler	13.92
27040 - Detention Officer	16.30
27070 - Firefighter	16.24
27101 - Guard I	10.06
27102 - Guard II	13.92
27131 - Police Officer I	20.46
27132 - Police Officer II	22.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	10.43
28042 - Carnival Equipment Repairer	10.95
28043 - Carnival Equipment Worker	7.43
28210 - Gate Attendant/Gate Tender	13.31
28310 - Lifeguard	11.90
28350 - Park Attendant (Aide)	14.88
28510 - Recreation Aide/Health Facility Attendant	10.86
28515 - Recreation Specialist	17.97
28630 - Sports Official	11.85
28690 - Swimming Pool Operator	15.57
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	19.07
29020 - Hatch Tender	19.07

29030 - Line Handler	19.07
29041 - Stevedore I	18.13
29042 - Stevedore II	20.05
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	16.62
30022 - Archeological Technician II	17.30
30023 - Archeological Technician III	22.85
30030 - Cartographic Technician	24.93
30040 - Civil Engineering Technician	22.86
30061 - Drafter/CAD Operator I	17.14
30062 - Drafter/CAD Operator II	19.17
30063 - Drafter/CAD Operator III	21.38
30064 - Drafter/CAD Operator IV	26.30
30081 - Engineering Technician I	16.02
30082 - Engineering Technician II	17.99
30083 - Engineering Technician III	20.54
30084 - Engineering Technician IV	24.93
30085 - Engineering Technician V	30.49
30086 - Engineering Technician VI	36.89
30090 - Environmental Technician	19.88
30210 - Laboratory Technician	18.55
30240 - Mathematical Technician	24.93
30361 - Paralegal/Legal Assistant I	14.67
30362 - Paralegal/Legal Assistant II	18.17
30363 - Paralegal/Legal Assistant III	22.23
30364 - Paralegal/Legal Assistant IV	26.89
30390 - Photo-Optics Technician	24.93
30461 - Technical Writer I	21.00
30462 - Technical Writer II	25.67
30463 - Technical Writer III	31.06
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2)	21.38
30621 - Weather Observer, Senior (2)	23.16
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	11.13
31030 - Bus Driver	14.07
31043 - Driver Courier	13.40
31260 - Parking and Lot Attendant	8.28
31290 - Shuttle Bus Driver	14.22
31310 - Taxi Driver	10.29
31361 - Truckdriver, Light	14.22
31362 - Truckdriver, Medium	15.59
31363 - Truckdriver, Heavy	17.75
31364 - Truckdriver, Tractor-Trailer	17.75
99000 - Miscellaneous Occupations	
99030 - Cashier	8.48
99050 - Desk Clerk	8.83
99095 - Embalmer	22.34
99251 - Laboratory Animal Caretaker I	9.61
99252 - Laboratory Animal Caretaker II	10.20
99310 - Mortician	27.96
99410 - Pest Controller	14.23
99510 - Photofinishing Worker	11.34
99710 - Recycling Laborer	14.96
99711 - Recycling Specialist	16.88
99730 - Refuse Collector	13.79

99810 - Sales Clerk	10.13
99820 - School Crossing Guard	10.58
99830 - Survey Party Chief	16.54
99831 - Surveying Aide	10.33
99832 - Surveying Technician	15.04
99840 - Vending Machine Attendant	12.92
99841 - Vending Machine Repairer	15.13
99842 - Vending Machine Repairer Helper	12.92

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.24 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformance may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and

related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

** UNIFORM ALLOWANCE **

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the

"Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide

classifications listed in the wage determination.

WD 05-2574 (Rev.-7) was first posted on www.wdol.gov on 07/29/2008

REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

Shirley F. Ebbesen Division of
Director Wage Determinations

Wage Determination No.: 2005-2574
Revision No.: 7
Date Of Revision: 07/18/2008

States: Kentucky, Ohio, West Virginia

Area: Kentucky Counties of Boyd, Carter, Elliott, Floyd, Greenup, Johnson, Lawrence,
Lewis, Magoffin, Martin, Pike
Ohio Counties of Monroe, Morgan, Noble, Washington
West Virginia - All Counties except : Berkeley, Jefferson
Note: West Virginia include all counties except Berkeley and Jefferson counties.

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support And Clerical Occupations	
01011 - Accounting Clerk I	12.43
01012 - Accounting Clerk II	18.04
01013 - Accounting Clerk III	20.19
01020 - Administrative Assistant	16.51
01040 - Court Reporter	18.99
01051 - Data Entry Operator I	11.12
01052 - Data Entry Operator II	12.18
01060 - Dispatcher, Motor Vehicle	14.02
01070 - Document Preparation Clerk	11.19
01090 - Duplicating Machine Operator	11.19
01111 - General Clerk I	10.56
01112 - General Clerk II	12.02
01113 - General Clerk III	13.50
01120 - Housing Referral Assistant	14.85
01141 - Messenger Courier	9.11
01191 - Order Clerk I	11.17
01192 - Order Clerk II	13.28
01261 - Personnel Assistant (Employment) I	14.65
01262 - Personnel Assistant (Employment) II	16.97
01263 - Personnel Assistant (Employment) III	19.07
01270 - Production Control Clerk	17.47
01280 - Receptionist	9.45
01290 - Rental Clerk	11.99
01300 - Scheduler, Maintenance	11.99
01311 - Secretary I	11.99
01312 - Secretary II	13.41
01313 - Secretary III	14.63
01320 - Service Order Dispatcher	13.19
01410 - Supply Technician	16.51
01420 - Survey Worker	13.41
01531 - Travel Clerk I	11.87
01532 - Travel Clerk II	12.67
01533 - Travel Clerk III	13.51
01611 - Word Processor I	12.30

01612	- Word Processor II	13.82
01613	- Word Processor III	15.44
05000	- Automotive Service Occupations	
05005	- Automobile Body Repairer, Fiberglass	15.24
05010	- Automotive Electrician	14.72
05040	- Automotive Glass Installer	14.22
05070	- Automotive Worker	14.22
05110	- Mobile Equipment Servicer	13.17
05130	- Motor Equipment Metal Mechanic	15.24
05160	- Motor Equipment Metal Worker	14.22
05190	- Motor Vehicle Mechanic	15.24
05220	- Motor Vehicle Mechanic Helper	12.61
05250	- Motor Vehicle Upholstery Worker	13.72
05280	- Motor Vehicle Wrecker	14.22
05310	- Painter, Automotive	14.72
05340	- Radiator Repair Specialist	14.22
05370	- Tire Repairer	12.55
05400	- Transmission Repair Specialist	15.25
07000	- Food Preparation And Service Occupations	
07010	- Baker	9.39
07041	- Cook I	8.97
07042	- Cook II	9.70
07070	- Dishwasher	7.16
07130	- Food Service Worker	7.79
07210	- Meat Cutter	10.92
07260	- Waiter/Waitress	8.03
09000	- Furniture Maintenance And Repair Occupations	
09010	- Electrostatic Spray Painter	14.72
09040	- Furniture Handler	11.58
09080	- Furniture Refinisher	14.72
09090	- Furniture Refinisher Helper	12.62
09110	- Furniture Repairer, Minor	13.71
09130	- Upholsterer	14.72
11000	- General Services And Support Occupations	
11030	- Cleaner, Vehicles	7.89
11060	- Elevator Operator	7.99
11090	- Gardener	10.47
11122	- Housekeeping Aide	8.43
11150	- Janitor	9.38
11210	- Laborer, Grounds Maintenance	8.46
11240	- Maid or Houseman	7.66
11260	- Pruner	8.73
11270	- Tractor Operator	9.68
11330	- Trail Maintenance Worker	8.46
11360	- Window Cleaner	9.43
12000	- Health Occupations	
12010	- Ambulance Driver	10.93
12011	- Breath Alcohol Technician	14.43
12012	- Certified Occupational Therapist Assistant	19.37
12015	- Certified Physical Therapist Assistant	16.91
12020	- Dental Assistant	12.57
12025	- Dental Hygienist	21.28
12030	- EKG Technician	17.00
12035	- Electroneurodiagnostic Technologist	17.00
12040	- Emergency Medical Technician	12.02
12071	- Licensed Practical Nurse I	12.86
12072	- Licensed Practical Nurse II	14.43
12073	- Licensed Practical Nurse III	16.09
12100	- Medical Assistant	10.26
12130	- Medical Laboratory Technician	15.09
12160	- Medical Record Clerk	10.77
12190	- Medical Record Technician	13.54
12195	- Medical Transcriptionist	11.66

12210 - Nuclear Medicine Technologist	27.32
12221 - Nursing Assistant I	8.99
12222 - Nursing Assistant II	10.12
12223 - Nursing Assistant III	11.03
12224 - Nursing Assistant IV	12.38
12235 - Optical Dispenser	14.94
12236 - Optical Technician	11.02
12250 - Pharmacy Technician	13.41
12280 - Phlebotomist	12.38
12305 - Radiologic Technologist	20.10
12311 - Registered Nurse I	19.44
12312 - Registered Nurse II	23.78
12313 - Registered Nurse II, Specialist	23.78
12314 - Registered Nurse III	28.77
12315 - Registered Nurse III, Anesthetist	28.77
12316 - Registered Nurse IV	34.49
12317 - Scheduler (Drug and Alcohol Testing)	17.86
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	14.52
13012 - Exhibits Specialist II	17.99
13013 - Exhibits Specialist III	22.00
13041 - Illustrator I	14.52
13042 - Illustrator II	17.99
13043 - Illustrator III	22.00
13047 - Librarian	19.94
13050 - Library Aide/Clerk	8.42
13054 - Library Information Technology Systems Administrator	18.16
13058 - Library Technician	13.41
13061 - Media Specialist I	12.98
13062 - Media Specialist II	14.51
13063 - Media Specialist III	16.19
13071 - Photographer I	13.62
13072 - Photographer II	15.23
13073 - Photographer III	18.87
13074 - Photographer IV	23.08
13075 - Photographer V	27.93
13110 - Video Teleconference Technician	12.63
14000 - Information Technology Occupations	
14041 - Computer Operator I	13.53
14042 - Computer Operator II	15.13
14043 - Computer Operator III	16.86
14044 - Computer Operator IV	18.74
14045 - Computer Operator V	21.11
14071 - Computer Programmer I (1)	15.53
14072 - Computer Programmer II (1)	19.23
14073 - Computer Programmer III (1)	23.54
14074 - Computer Programmer IV (1)	
14101 - Computer Systems Analyst I (1)	26.43
14102 - Computer Systems Analyst II (1)	
14103 - Computer Systems Analyst III (1)	
14150 - Peripheral Equipment Operator	13.53
14160 - Personal Computer Support Technician	18.74
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	24.08
15020 - Aircrew Training Devices Instructor (Rated)	29.14
15030 - Air Crew Training Devices Instructor (Pilot)	34.54
15050 - Computer Based Training Specialist / Instructor	23.23
15060 - Educational Technologist	22.62
15070 - Flight Instructor (Pilot)	34.54
15080 - Graphic Artist	18.11
15090 - Technical Instructor	17.34
15095 - Technical Instructor/Course Developer	21.22
15110 - Test Proctor	13.98

15120 - Tutor	13.98
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations	
16010 - Assembler	8.62
16030 - Counter Attendant	8.62
16040 - Dry Cleaner	10.92
16070 - Finisher, Flatwork, Machine	8.62
16090 - Presser, Hand	8.62
16110 - Presser, Machine, Drycleaning	8.62
16130 - Presser, Machine, Shirts	8.62
16160 - Presser, Machine, Wearing Apparel, Laundry	8.62
16190 - Sewing Machine Operator	11.67
16220 - Tailor	12.40
16250 - Washer, Machine	9.33
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	15.25
19040 - Tool And Die Maker	17.40
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.30
21030 - Material Coordinator	17.47
21040 - Material Expediter	17.47
21050 - Material Handling Laborer	9.75
21071 - Order Filler	10.71
21080 - Production Line Worker (Food Processing)	15.30
21110 - Shipping Packer	13.73
21130 - Shipping/Receiving Clerk	13.73
21140 - Store Worker I	11.34
21150 - Stock Clerk	15.24
21210 - Tools And Parts Attendant	15.30
21410 - Warehouse Specialist	15.30
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	23.20
23021 - Aircraft Mechanic I	22.05
23022 - Aircraft Mechanic II	23.20
23023 - Aircraft Mechanic III	24.21
23040 - Aircraft Mechanic Helper	17.81
23050 - Aircraft, Painter	20.59
23060 - Aircraft Servicer	19.35
23080 - Aircraft Worker	20.06
23110 - Appliance Mechanic	16.19
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	23.22
23130 - Carpenter, Maintenance	16.42
23140 - Carpet Layer	15.63
23160 - Electrician, Maintenance	20.01
23181 - Electronics Technician Maintenance I	12.84
23182 - Electronics Technician Maintenance II	20.44
23183 - Electronics Technician Maintenance III	21.44
23260 - Fabric Worker	15.42
23290 - Fire Alarm System Mechanic	17.53
23310 - Fire Extinguisher Repairer	15.15
23311 - Fuel Distribution System Mechanic	19.94
23312 - Fuel Distribution System Operator	15.50
23370 - General Maintenance Worker	15.63
23380 - Ground Support Equipment Mechanic	22.05
23381 - Ground Support Equipment Servicer	19.35
23382 - Ground Support Equipment Worker	20.06
23391 - Gunsmith I	14.34
23392 - Gunsmith II	16.45
23393 - Gunsmith III	18.38
23410 - Heating, Ventilation & Air-Conditioning Mechanic	16.98
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	17.75
23430 - Heavy Equipment Mechanic	17.61
23440 - Heavy Equipment Operator	17.05

23460 - Instrument Mechanic	19.65
23465 - Laboratory/Shelter Mechanic	17.52
23470 - Laborer	9.75
23510 - Locksmith	16.19
23530 - Machinery Maintenance Mechanic	19.62
23550 - Machinist, Maintenance	17.52
23580 - Maintenance Trades Helper	12.94
23591 - Metrology Technician I	19.65
23592 - Metrology Technician II	20.54
23593 - Metrology Technician III	21.23
23640 - Millwright	19.65
23710 - Office Appliance Repairer	17.02
23760 - Painter, Maintenance	17.17
23790 - Pipefitter, Maintenance	20.20
23810 - Plumber, Maintenance	19.50
23820 - Pneudraulic Systems Mechanic	18.38
23850 - Rigger	19.65
23870 - Scale Mechanic	16.45
23890 - Sheet-Metal Worker, Maintenance	18.81
23910 - Small Engine Mechanic	15.62
23931 - Telecommunications Mechanic I	22.31
23932 - Telecommunications Mechanic II	23.10
23950 - Telephone Lineman	22.31
23960 - Welder, Combination, Maintenance	17.70
23965 - Well Driller	17.53
23970 - Woodcraft Worker	18.38
23980 - Woodworker	14.72
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	7.14
24580 - Child Care Center Clerk	8.91
24610 - Chore Aide	7.00
24620 - Family Readiness And Support Services Coordinator	8.74
24630 - Homemaker	9.48
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	19.69
25040 - Sewage Plant Operator	16.85
25070 - Stationary Engineer	19.69
25190 - Ventilation Equipment Tender	14.03
25210 - Water Treatment Plant Operator	16.19
27000 - Protective Service Occupations	
27004 - Alarm Monitor	10.25
27007 - Baggage Inspector	9.08
27008 - Corrections Officer	13.74
27010 - Court Security Officer	15.06
27030 - Detection Dog Handler	10.28
27040 - Detention Officer	13.74
27070 - Firefighter	16.40
27101 - Guard I	9.08
27102 - Guard II	10.28
27131 - Police Officer I	16.15
27132 - Police Officer II	17.97
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	9.41
28042 - Carnival Equipment Repairer	9.85
28043 - Carnival Equipment Worker	7.70
28210 - Gate Attendant/Gate Tender	12.36
28310 - Lifeguard	11.34
28350 - Park Attendant (Aide)	13.66
28510 - Recreation Aide/Health Facility Attendant	10.09
28515 - Recreation Specialist	12.14
28630 - Sports Official	10.41
28690 - Swimming Pool Operator	13.18
29000 - Stevedoring/Longshoremen Occupational Services	

29010 - Blocker And Bracer	15.21
29020 - Hatch Tender	15.21
29030 - Line Handler	15.21
29041 - Stevedore I	14.41
29042 - Stevedore II	15.56
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2)	23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	25.79
30021 - Archeological Technician I	16.95
30022 - Archeological Technician II	18.94
30023 - Archeological Technician III	23.48
30030 - Cartographic Technician	23.90
30040 - Civil Engineering Technician	17.60
30061 - Drafter/CAD Operator I	16.78
30062 - Drafter/CAD Operator II	20.47
30063 - Drafter/CAD Operator III	21.49
30064 - Drafter/CAD Operator IV	22.56
30081 - Engineering Technician I	14.25
30082 - Engineering Technician II	15.99
30083 - Engineering Technician III	19.55
30084 - Engineering Technician IV	23.78
30085 - Engineering Technician V	29.63
30086 - Engineering Technician VI	35.53
30090 - Environmental Technician	17.30
30210 - Laboratory Technician	19.62
30240 - Mathematical Technician	24.49
30361 - Paralegal/Legal Assistant I	16.61
30362 - Paralegal/Legal Assistant II	19.41
30363 - Paralegal/Legal Assistant III	23.76
30364 - Paralegal/Legal Assistant IV	28.75
30390 - Photo-Optics Technician	24.54
30461 - Technical Writer I	18.24
30462 - Technical Writer II	23.31
30463 - Technical Writer III	26.98
30491 - Unexploded Ordnance (UXO) Technician I	21.58
30492 - Unexploded Ordnance (UXO) Technician II	26.11
30493 - Unexploded Ordnance (UXO) Technician III	31.30
30494 - Unexploded (UXO) Safety Escort	21.58
30495 - Unexploded (UXO) Sweep Personnel	21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	19.59
30621 - Weather Observer, Senior (3)	21.78
31000 - Transportation/Mobile Equipment Operation Occupations	
31020 - Bus Aide	8.45
31030 - Bus Driver	11.58
31043 - Driver Courier	9.72
31260 - Parking and Lot Attendant	8.02
31290 - Shuttle Bus Driver	10.51
31310 - Taxi Driver	8.48
31361 - Truckdriver, Light	10.49
31362 - Truckdriver, Medium	12.69
31363 - Truckdriver, Heavy	14.43
31364 - Truckdriver, Tractor-Trailer	14.43
99000 - Miscellaneous Occupations	
99030 - Cashier	7.02
99050 - Desk Clerk	7.53
99095 - Embalmer	20.91
99251 - Laboratory Animal Caretaker I	8.25
99252 - Laboratory Animal Caretaker II	8.90
99310 - Mortician	28.15
99410 - Pest Controller	12.69
99510 - Photofinishing Worker	10.09
99710 - Recycling Laborer	11.68

99711 - Recycling Specialist	13.46
99730 - Refuse Collector	10.58
99810 - Sales Clerk	9.93
99820 - School Crossing Guard	10.14
99830 - Survey Party Chief	15.89
99831 - Surveying Aide	9.83
99832 - Surveying Technician	13.49
99840 - Vending Machine Attendant	11.40
99841 - Vending Machine Repairer	12.83
99842 - Vending Machine Repairer Helper	11.40

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.24 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or

explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATION UNDER
THE SERVICE CONTRACT ACT
By direction of the Secretary
of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION
WASHINGTON D.C. 20210

William W. Gross
Director

Division of
Wage Determinations

Wage Determination No.: CBA-2006-939
Revision No.: 1
Date Of Last Revision: 10/17/2007

State: Alabama

Area: Madison

Employed on George C. Marshall Space Flight Center contract for Unified NASA Information Technology Services (UNITEs) (Management, Engineering, Software of Computational and Telecommunications Systems and Networks).

Collective Bargaining Agreement between contractor: TRAX International Corporation, and union: Communications Workers of America, AFL-CIO, Local 3905, effective 10/01/2007 through 09/30/2010 and amended on 08/24/2007.

In accordance with Section 2(a) and 4(c) of the Service Contract Act, as amended, employees employed by the contractor(s) in performing services covered by the Collective Bargaining Agreement(s) are to be paid wage rates and fringe benefits set forth in the current collective bargaining agreement and modified extension agreement(s).

52.245-2 Government Property Installation Operation Services.

As prescribed in 45.107(b), insert the following clause:

GOVERNMENT PROPERTY INSTALLATION OPERATION SERVICES (JUNE 2007)

(a) This Government Property listed in paragraph (e) of this clause is furnished to the Contractor in an "as-is, where is" condition. The Government makes no warranty regarding the suitability for use of the Government property specified in this contract. The Contractor shall be afforded the opportunity to inspect the Government property as specified in the solicitation.

(b) The Government bears no responsibility for repair or replacement of any lost, damaged or destroyed Government property. If any or all of the Government property is lost, damaged or destroyed or becomes no longer usable, the Contractor shall be responsible for replacement of the property at Contractor expense. The Contractor shall have title to all replacement property and shall continue to be responsible for contract performance.

(c) Unless the Contracting Officer determines otherwise, the Government abandons all rights and title to unserviceable and scrap property resulting from contract performance. Upon notification to the Contracting Officer, the Contractor shall remove such property from the Government premises and dispose of it at Contractor expense.

(d) Except as provided in this clause, Government property furnished under this contract shall be governed by the Government Property clause of this contract.

(e) Government property provided under this clause:

(End of clause)

45.106 Transferring accountability.

Government property shall be transferred from one contract to another only when firm requirements exist under the gaining contract (see 45.102). Such transfers shall be documented by modifications to both gaining and losing contracts. Once transferred, all property shall be considered Government-furnished property to the gaining contract. The warranties of suitability of use and timely delivery of Government-furnished property do not apply to property acquired or fabricated by the contractor as contractor-acquired property that is subsequently transferred to another contract with the same contractor.